



The Syracuse Regional Airport Authority
(Syracuse, NY)

Invites applications for

Airport Police Chief



OVERVIEW

The Syracuse Regional Airport Authority (Authority), owner and operator of the Syracuse Hancock International Airport (SYR), invites applications for the position of **Airport Police Chief**.

The Syracuse Hancock International Airport is an economic engine for the central New York region and is a vital partner for industries across the state and beyond. With business opportunities including real estate, land development, general aviation, and cargo, sky's the limit at SYR.

Passenger growth, air service expansion, enhanced airport amenities and various terminal improvement projects have been consistent themes at the Syracuse Hancock International Airport for years, and 2023 was no exception, as the airport experienced unprecedented passenger growth serving **over 2.8 million passengers**. SYR has exceeded pre-pandemic activity levels and continues to be one of the fastest growing airports in the country, expanding at a rate more than double the national average for all commercial airports. The airport is served by 9 airlines that provide nonstop services to 30 unique destinations.

Named as a significant regional partner, it is easy to understand that the Syracuse Hancock International Airport has a tremendous effect on the local economy. SYR contributes billions in annual economic impact to the region each year. Over the past year, SYR has become the go-to airport for Central New York.

With remarkable growth comes change. To ensure the safety and security of travelers, the new SRAA Police Department was created, assuming duties as the primary law enforcement agency of SYR on March 6, 2023. The culmination of a multi-year effort, this transition to an in-house police department allows SRAA flexibility in scheduling work shifts and increased control over staffing levels. The transition has been well received as the police department focuses on community policing and customer service.

Infrastructure expansion and master planning continue to be a primary focus for SYR, to help determine how the airport can best position itself to accommodate growing and changing aeronautical demands. In 2023, the SRAA proudly supported several industry-leading initiatives placing SYR in the spotlight. Initiatives include a first of its kind world Glycol Recycling Facility, a NUAIR Center of Excellence for Advanced Air Mobility, and hosting the first Aviation Summit on Diversity, Equity & Inclusion.

The SYR terminal Expansion Project is a visionary endeavor that will redefine how travelers explore the world. Supported in part by a \$20 million grant from the New York State Upstate Airport Economic Development and Revitalization Competition, the multi-year effort focuses on concourse expansions, Federal Inspection Station upgrades, and new concession options that will modernize the Syracuse Hancock International Airport.

SYR's growth shows no signs of slowing and the airport team is poised for the challenge of balancing construction activity, while enhancing the customer experience and minimizing operational impacts. This is a prime opportunity to join the dynamic team at Syracuse Hancock International Airport.

This vibrant, forward-thinking Airport is seeking a collaborative, and high performing Chief of Police to join its growing team.

THE OPPORTUNITY:

Airport Police Chief



*The Syracuse Regional Airport Authority is seeking a self-directed and collaborative **Police Chief** who embraces servant leadership and has the ability to develop, mentor and motivate staff.*

Overview of Requirements

The Airport Police Chief is responsible for administering and directing the requirements of 49 CFR Part § 1542 – Airport Security including all law enforcement activities of Syracuse Hancock International Airport. Under the general direction of the Executive Director of the Syracuse Regional Airport Authority, or designee. The Police Chief performs work involving the administration and management for the development, planning, directing, coordinating, and reviewing law enforcement policies and procedures and related activities of the Syracuse Regional Airport Authority police department and badging office, along with contracted security. The position exercises management and supervision over a number of police and civilian employees of different ranks and responsibilities.

A full range of standard police duties including patrol, investigation, crime prevention, traffic enforcement, accident investigation, and coordination with county, state and federal law enforcement agencies is performed by the Airport police department under the direction of the Police Chief. This position works in close contact with the Federal agencies such as the Transportation Security Administration, Customs and Border Protection, the Federal Aviation Administration, the general public, the Authority's board and staff, and the citizenry of the community. Familiarity with airport and aviation management is helpful in this position.

The Airport Police Chief for the Syracuse Regional Airport Authority reports to the Executive Director and will be responsible for the following duties:

Key Duties and Responsibilities

Team Management

- Applies a servant leadership approach, leading by example and holding people accountable. Develops employees for current and/or upcoming roles.
- Ensures employees have the tools, resources and training necessary for success.
- Coaches, trains and motivates employees in a collaborative environment.

Essential Functions

- Formulates departmental policies, establishes departmental procedures, and issues written directives to sworn and civilian personnel in the Syracuse Regional Airport Authority police department.
- Plans assignments of officers and supervisors to achieve optimum police service to the Airport Authority and to ensure full compliance with 49 CFR §1542.
- Observes activities and reviews studies and reports of subordinates to determine patterns of criminal activity and other public safety problems within the Airport Authority's jurisdiction.
- Monitors compliance of employees with statutes and rules and regulations of the agency and maintains current training in accepted procedures and practices of law enforcement.
- Conducts complex research/investigations and creates verbal and written reports illustrating analysis and presents findings/recommendations for management.
- Investigates complaints involving personnel, procedures, or performance of the department, and initiates disciplinary or other corrective actions as necessary to reduce liability and maintain professional standards of conduct and performance.
- Maintains liaison with federal, state and local law enforcement agencies and regulatory agencies to coordinate joint law enforcement activities and to exchange information pertaining to criminal incidents and investigations.
- Provides oversight and direction to direct reports, to include coaching, counseling, mentoring, and professional development.
- Evaluates performance of police and civilian personnel according to department standards.
- Provides moral leadership through example and mentorship.
- Supervises the preparation of state, federal and local reports on police activities and criminal activity within jurisdiction.
- Supervises the preparation of the department's budget and recommends the purchase of necessary equipment and supplies. Administers the budget approved for the department by the appropriate local body.
- Responds to all aircraft emergency situations and security related incidents and renders authoritative directives to ensure regulatory rules are followed. May be responsible for setting up incident command center.
- Manages, supervises, and/or participates in investigations or major crimes or incidents as required.
- Assists in professional development of airport policy regarding law enforcement and emergency procedures.

Knowledge, Skills, and Abilities

- Thorough knowledge of accepted principles and practices of law enforcement as applied to airport and aviation security practices.
- Strong knowledge of New York State Penal Law, Criminal Procedure Law, Vehicle and Traffic Law and other relevant state and local laws.
- Strong knowledge of accepted principles and practices of administration and supervision as applied to police work, including planning and implementing department budgets, hiring staff, creating schedules, professional development/training, and discipline.
- Knowledge of FAA and TSA policies, including 49 CFR Part 1542 and practices governing security at commercial airports.
- Knowledge of 14 CFR Part 139 – Certification of Airports.
- Understanding of the modern methods and techniques employed in airport safety and security.
- Proficient in the use of personal computers, and Microsoft Office Suite products including Word, Excel and Outlook.
- Proficient in the use of radio communication technology.
- Ability to supervise and effectively command others in emergencies.
- Strong interpersonal skills and self-awareness.
- Ability to communicate effectively both orally and in writing.

- Ability to maintain professional relationships with diverse staff, including management, employees, tenants, vendors, regulatory agents, and other law enforcement and emergency management agencies.
- Ability to exercise good judgment and make effective decisions in alignment with the mission and values of the Syracuse Regional Airport Authority.
- Ability to work independently and as a team in a high stress and life-threatening situation.
- Ability to deal firmly, persuasively and effectively with the general public, government officials, and media.
- Ability to perform lifesaving procedures.

Requirements

- Eight (8) years of work experience, or its part time equivalent, as a Police Officer, four (4) years of which must be in a supervisory capacity.
- Must be able to work on call 24-hours as required.
- Must maintain Security Identification Display Area (SIDA) clearance.

Preferred Requirements

- New York State Basic police officer certificate.
- Previous experience working at a commercial service airport in a law enforcement capacity.
- Previous experience with the execution of an Airport Security Plan as defined in 49 CFR § 1542.

SALARY

Salary is commensurate with experience with a recruitment range of **\$125,000 to \$170,000**.

This position is supported by an excellent benefits program defined by the Syracuse Regional Airport Authority and New York State.

TO APPLY

To apply for this opportunity, please submit a cover letter, resume, and a list of three references in one recruitment PDF document to Lisa Belt of Steven Baldwin Associates, at lbelt@baldwinllc.com with "Airport Police Chief" in the subject line.

In your cover letter, please specifically address how your knowledge and experience pertain to the Key Duties and Responsibilities outlined above.

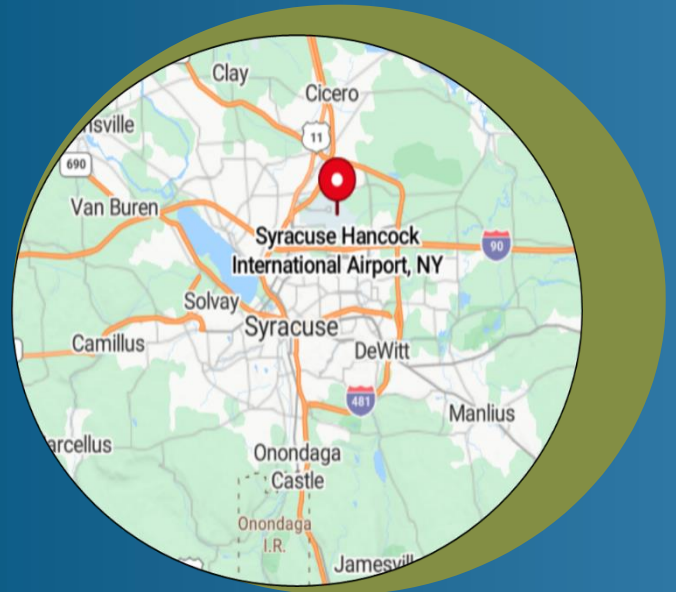
Only complete electronic submissions that follow the above guidelines will be considered.

Deadline for applications is July 31, 2024.

NOTE: The Syracuse Regional Airport Authority is an equal opportunity employer and does not discriminate based on race, religion, color, national origin, sex, sexual orientation, gender identity, veteran, or disability status. The Syracuse Regional Airport Authority reserves the right to not fill the position. Nothing in this announcement guarantees employment.

LOCATION

SYR is conveniently located north of the City of Syracuse with direct access from Interstate 81, which connects to Interstate 90, the New York State Thruway (east-west) just a few miles from the airport. With major highway connections to all areas of New York State and the entire Northeast, as well as Canada, the Airport is easily accessible to passengers from all over the region. As the primary commercial service airport in the region, SYR's service area extends well beyond Syracuse. With 1.8 million people living in SYR's catchment area, the airport has experienced a dramatic uptick in passengers which has placed additional regional responsibility to meet the demands of an expanded service area.



THE AIRPORT

The Syracuse Hancock International Airport leaders are committed to serving central New York and recognize the value of operating at a high standard, which entails raising the bar and establishing strategic initiatives that will support its success well into the future.

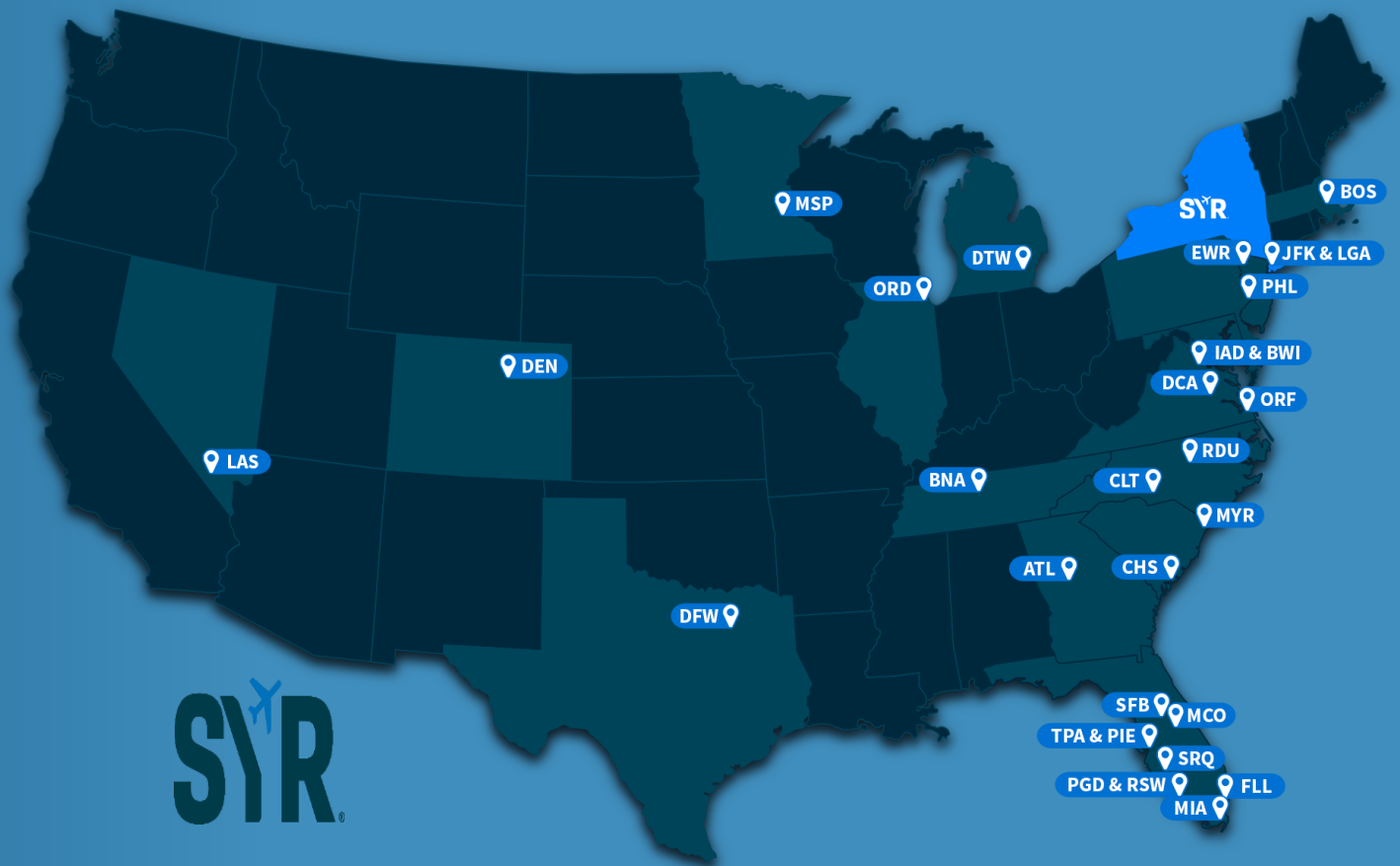
SYR has established the following mission, vision and values which define who they aspire to be and how they will serve their customers and the region.

Mission *“The Syracuse Regional Airport Authority serves Upstate New York, providing a safe, convenient, seamless passenger experience while enhancing economic opportunity and growth in the region.”*

Vision *“To be recognized as a best-in-class airport elevating the customer experience and exceeding stakeholder expectations, while using innovative technology and optimizing the economic prosperity of the region we serve.”*

Values *“The Syracuse Hancock International Airport holds these values and beliefs as core to its culture, mission, and vision for its customers, staff, partners, and stakeholders.” SYR believes in...*

Safety & Security
Health & Wellness
Community Relationships
Trust & Transparency
Reliability & Responsiveness
Innovation & Technology
Environmental Sustainability
Independent Financial Stability
Diversity & Inclusion



SYR is the **largest commercial airport in central New York** and is served by 9 airlines that provide service to 30 unique airport destinations while serving over 2.8 million passengers annually. The airlines represented include **Allegiant, American, Breeze, Delta, Frontier JetBlue, Southwest, Sun Country, and United**. Destinations include major domestic hubs such as Atlanta, Baltimore, Boston, Charleston, Charlotte, Chicago, Dallas/Ft. Worth, Denver, Detroit, Ft. Lauderdale, For Myers, Las Vegas, Miami, Minneapolis-St. Paul, Myrtle Beach, Nashville, New York City, Norfolk, Orlando, Philadelphia, Punta Gorda, Raleigh-Durham, Sarasota, St. Petersburg, Tampa and Washington.

AIRPORT CULTURE

The Syracuse Regional Airport Authority values its employees' strengths and abilities, ethical behavior, diversity, creativity, innovation, and sound judgment. They commit to providing employees with rewarding work and a positive work environment based on trust, respect for each other, and open communication. The airport invests in its community and reaches common goals by building strong relationships.

SYR's Core Values express how they conduct day-to-day business and provide a consistent set of expectations for all who work at the airport.

AIRPORT ADMINISTRATION

Led by Executive Director, H. Jason Terreri, IAP, A.A.E., the airport’s administration is responsible for managing the day-to-day operations of the Syracuse Hancock International Airport as well as long-term planning. Financial decisions balance the interests of all and help drive the region’s economy. The Authority seeks creative and innovative solutions and conducts business in an honest, fair, and respectful manner, and consistently displays the highest moral and ethical standards.

Mr. Terreri serves as Chair of the Airports Council International North America (ACI-NA) U.S. Policy Council. He has served as the Executive Director of SYR since April of 2019 and has extensive knowledge and experience in airport operations and management, as well as airport planning, design and construction. Jason graduated from the Florida Institute of Technology with a degree in Aviation Management and received a Master’s degree in Public Administration with a concentration in Aviation Policy from the University of Nebraska. In 2009, Jason earned his Accredited Airport Executive (A.A.E.) designation and in 2012 he was recognized by the Airports Business Magazine as one of its Top 40 under 40.



THE SYRACUSE REGIONAL AIRPORT AUTHORITY

The Syracuse Regional Airport Authority (SRAA) consists of eleven members; seven appointed by the Mayor of the City of Syracuse, one by the County Executive of Onondaga County, one by the Town Board of the Town of Dewitt, one by the Board of Education of the East Syracuse Minoa School District, and one appointment is shared, on an alternating basis, by the Board of Education of the North Syracuse School District, and the Town Boards of the towns of Salina, Cicero, and Clay. Members of the SRAA Authority Board serve in a voluntary capacity. The Authority also has a Regional Advisory Board consisting of eight non-voting members.

Syracuse Regional Airport Authority
Board Members

 Ms. Jo Anne C. Gagliano CHAIR	 Mr. Michael Frame VICE CHAIR	 Dr. Shiu-Kai Chin FINANCE OFFICER	 Mr. Nathaniel J. Stevens	 Mr. Nick Paro	 Mr. Michael J. Lazar
 Mr. Robert Simpson	 Ms. Latoya Allen	 Mr. Kenneth J. Kinsey	 Mr. Thomas Fernandez	 Dr. Donna DeSiato	



THE COMMUNITY

Syracuse, New York is your spot for four-season fun! Syracuse is the gateway to the Finger Lakes Region and centrally located in the heart of New York State. You will enjoy exploring scenic outdoor parks, fantastic food scene, and year-round festivals.

Syracuse is a vibrant and historic city nestled in upstate New York. With its rich history, diverse culture, and abundance of natural beauty, Syracuse has a lot to offer residents and visitors alike. From its undeniable charm to its thriving arts and entertainment scene, there is never a shortage of things to see and do in this bustling city.

Syracuse is less than 20 minutes from attractive suburbs including Baldwinsville, Liverpool, Fayetteville, Manlius, and Cazenovia. Summers offer comfortably warm weather and a variety of outdoor recreation opportunities, and winters offer a variety of options including skiing at Toggensburg Mountain, skating at Clinton Square Rink, or attending NCAA Division I basketball tournaments featuring Syracuse's Orangemen at the Carrier Dome.

The area offers a reasonable cost of living, a depth of educational opportunities, and numerous quality services found in major metropolitan areas. Residents enjoy an abundance of natural resources including Onondaga Lake Park and the Erie Canal; cultural venues including The Landmark Theater, Everson Museum of Art, Syracuse Stage, and the Oncenter; shopping at Destiny Mall and a range of local businesses; breweries, wineries, and related festivals; historic landmarks and family-friendly destinations including the Museum of Science and Technology and The New York State Fair. Syracuse is also home to Syracuse University, a major research university, and Le Moyne College, a nationally recognized liberal arts college.

When you'd like to get away for the weekend, an hour's drive will take you to the picturesque Finger Lakes Region and Cayuga Wine Trail; two hour's drive will afford you the wonders of The Adirondack State Park's six million "forever wild" acres or Cooperstown's Baseball Hall of Fame; three hour's drive will offer you the excitement of Saratoga Spring's historic resort town or the stunning beauty of Niagara Falls. With a four- to five-hour drive, you can visit nearly every major eastern metropolitan area, including New York City, Boston, Toronto, Washington D.C., and Philadelphia.

For more information about the Syracuse area's many offerings, go to [VisitSyracuse.com](https://www.VisitSyracuse.com).

National search conducted by



STEVEN BALDWIN
ASSOCIATES

Airport Management Consultants